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Enid Embe	xxxxx
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Francisco Valenzuela	341-3809
Paul Verke	xxxxx
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# NEW BEGINNINGS

To Provide Accurate and Timely Information

## FUTURES PLANNING

The proposal in the Governor's Budget regarding the future of Agnews has generated a great deal of discussion and activity. Even though no action has been taken on this proposal by the legislature at this time, we've taken some initial steps to develop the plan for the future of developmental services in the bay area. It's important for us to begin this process now so that a final draft is available by the end of the year. If the proposal in the budget is accepted, then a plan will be due to the legislature for their consideration next year, about

this time. The "decision" on whether to close the Agnews campus, or not, won't be made until the summer of 2004.

The plan must begin with the person. The Futures Planning Team has developed a process to identify the preferences, services, and supports that must be secured or created to meet the needs of the individuals who currently reside at Agnews. This process will include information related to each person's medical, behavior, and nursing needs that is already available. We will need, in addition, to begin a dia-

logue concerning their preferences with regards to where and how they live, work and play.

This will be an ongoing process over the next few years. We anticipate that a dialogue involving each person, their family and supporters, will help us determine and refine their wishes and preferences. In some instances, this might occur rather quickly; for others, it may take longer. We'll take the time to get it right because this information will be the foundation for any plans that are developed.

### Clarification On Building 54:

Building 54 has a waiver for Fire/Life Safety regulations. Program One passed their most recent licensing survey.

## Futures Planning Team

Angela Verbanac-Libby, Chair  
Ext. 6401

**The Futures Planning Team** has met four times during the past few weeks and has been busy focusing on its charge. The membership currently includes representatives from three Regional Centers - SARC, GGRC, and RCEB; a parent of a resident at Agnews; staff from the Regional Project of the Bay Area; and several Agnews staff. New members will be joining the group next week.

Thus far they have developed a two-fold process to capture information regarding the needs of individuals, but perhaps more significantly, their preferences. The needs portion of the document will focus on areas of basic identifying informa-

tion, family/advocate, legal status, health and medical services, special behavioral and safety needs, mobility issues, communication and activities of daily living. This will be completed as a baseline of information from existing assessments currently available in the clinical record.

The preferences portion of the Futures Planning Process will evolve as an ongoing dialogue amongst those people who are most significant in the life of each individual served. This will be a collaborative effort between minimally, each client, their family/friends/advocate, and staff from the DC, RC, and RPBA. We anticipate this beginning to occur during the

month of March, and continue during the next six months. Choices in preferences with regard to living arrangements, relationships, roommates, access to community resources, location, job goals, educational needs, etc., will be determined. As choices and needs may change, the document will be updated accordingly.

All of this information will be essential to the Community Development Team, as they begin their work on a regional level to further improve the service delivery system, and create new and exciting options for people with developmental disabilities.

## Staff Support Team

Rozsa Romvari, Chair  
Ext. 6132

**The Staff Support Team** has 34 members, representing various work locations. We also have four staff from Headquarters as consultants. The Team meets weekly.

Our Current goal is to maintain staffing levels and continue providing quality services. The Team is developing a wide range of ideas and activities for team-building, promoting well-being, assisting employees in self-assessment and polishing job skills. Most of you had an opportunity to meet with Andre

Reed from Resolution. He is helping us to deal with changes and uncertainty. In April he will begin offering stress management courses-keep an eye on the Training Calendar! Team members are working on creating special buttons, T-shirts displaying our dedication and pride at Agnews.

In the near future, in preparation for the event if the Budget Proposal is approved, we'll begin developing resources for continued employment with the State and

in the private sector. At that time, individual assistance will be offered to staff.

Once the Bay Area Project's Plan is completed, the Team will have a better picture regarding options available to staff. At that point, efforts will be increased to assist each employee to be successful in finding continued employment. The Team will provide you updated information in the *New Beginnings* on a regular basis.

## Communications Team

John Folck, Chair  
Ext. 6501

**The Communications Team** has 29 members, representing many work locations in Administrative, Clinical and Medical Services. We also have three staff from Headquarters and five family members. The Team meets bi-weekly in the Program Five office.

The New Beginnings newsletter has proven to be a hit with all who have seen it. As the various teams in the Bay Area Project make progress

in developing a plan for services for clients of ADC, the Communications Team will be providing updates as well as keeping abreast of emerging issues and rumors.

In this issue, we will discuss the persistent rumor of an early closure as well as list other rumors from staff and interested individuals. As you read this newsletter, take a look at the membership list and familiarize yourself with the representative

from your department or program. They will be your most immediate contact for current and accurate information.

If you have suggestions for the newsletter or would like to see a particular issue covered, please feel free to contact your representative or submit your request on the form provided on the last page of this newsletter.

**The Business Management Team's** membership composes of staff from different Programs, Departments & representatives from other sectors, such as AMRA, Housing Choices Coalition, & Accounting/Budget/Fiscal Sections from HQ, including Customer & Support sections. The team has already accomplished several major tasks within the parameters of its planned goals. Some of the completed tasks during the past two months are:

**Space Utilization** (1) Implemented plans for the return of offices & services that were temporarily relocated due to Building 54's Fire,

Life & Safety upgrade (2) Centralized the following: Dietary Services; Office of Protective Services (Police, Fire and Special Investigators); Program 3 Management & Support Staff; PM&R Services & Bay Area Project.

**Facility Operations** (1) Finalized the proposal to consolidate the two off-campus leased properties to one site at Nuttman. This is a cost savings of approximately \$360,000 per year. Timelines have been established & some moves have already been initiated. (2) Relocated the client work site located at Nuttman onto ADC campus (Modular 4).

**Residential** (1) Coordinated for the maximization of residential options in Buildings 52, 53 & 54 by providing assistance in the planned consolidation & relocation of residences in ICF & NF.

#### **Construction Projects**

(1) Ongoing implementation of the planned enclosure of Building #17 to accommodate off-campus leased site's consolidation. (2) Evaluated the need for Special Projects. (2a) Inventory (2a1) Conducted inventory of Historical items & food storage located at Nuttman. (2a2) Changed the purchasing practices for the Clothing Center.

#### **Quality of Services Team:**

The team membership is composed of Agnews staff and representatives from Governor's Advisory Board, an Agnews client, a parent, a representative from DDS Headquarters and a Senior Labor Relations representative. The 25 member team has met five times to date.

The team's goal is to assure that Agnews continues to provide services consistent with each person's needs. Five service areas were identified where the development and the monitoring of outcome indicators was felt necessary.

The decision making process that was utilized was:

- Evaluate whether the specific focus area recommended would be a measurement of a change in service, assist in determining the quality of service or if it is an indicator of whether the service had been provided.
- Determine whether a current system is in place to collect the information.
- Evaluate the impact of data collection for any area that does not have a system in place.

The team has formulated its objectives and the outcome indicators for the following objectives:

#### **· Health Care/Nursing Services:**

Evaluate & monitor the health care and nursing services provided as evidenced by the following measurement criteria:

- % of people with pressure sores
- % of people with diagnosed Aspiration pneumonia
- % of people with unplanned weight changes

#### **· Behavioral Services:**

Evaluate the types of behavioral services provided to assure positive, proactive measures being utilized on a daily basis as evidenced by the following measurement criteria:

- % of planned and unplanned restrictive interventions utilized.

The team is still in the process of determining a few more indicators in this area. This will be accomplished in the coming weeks.

#### **· Client Protection Services:**

Evaluate the implementation

and effectiveness of client protection as evidenced by the following measurement criteria:

- % of instances resulting in a fracture
- % of instances where a laceration requires sutures
- % of Allegations of abuse
- % of Injuries of unknown origin
- % of Client to client altercations with or without injury
- Maintain the quality of direct services provided as measured by the positive observations completed.

In the coming weeks the team intends to finalize its outcome indicators in the following area for which the objectives have already been determined.

- **Services and Supports:** Assure the provision and availability of services to meet the needs of all people involved as evidenced by the following areas:
- Assure the IPP is individualized, based upon client needs.

- **Clinical Records:** Indicators in records services will be developed and monitored at a future point in time.

**Business Management Team**

Karen Clark, Chair  
Ext. 6135

**Quality of Services Team**

Punam Bahn  
Ext. 6292

## Rumor Control

Since the announcement that ADC would begin the process of developing a plan for closure, there has been a persistent rumor at this facility that Agnews would close earlier than the suggested 2 ½ years. Recently I attended the Bay Area Project Coordinating Team meeting. At that meeting were the Executive Directors from the three most local regional centers, San Andres, East Bay and Golden Gate, as well as representation from DDS and the Executive Director and team leaders from Agnews. At that meeting all three Regional Center Directors discussed placement plans for individuals living at ADC. All three reiterated their plan to maintain planned placements at present levels. In their plan, Agnews will have 370 or so individuals living here at the end of fiscal year 2003/2004 (June 30, 2004). With that many individuals at the facility there will be a significant work force on hand to provide the same high level of services that we now provide. As the planning process progresses, we will begin to get a clearer picture of how we will fit into this new scheme of things. Be patient. Your future may still be with the individuals who call ADC their home.

John Folck

### List Of Other Recent Rumors

- Cisco Systems has already purchased the Agnews campus, proving that closure is a done deal.
- The staff will be leaving in large numbers this summer when school is out.
- When the population gets down to 300 individuals, the remaining clients will be sent to other Developmental Centers.
- By June 2003, the state will no longer hire janitorial services and staff will have to do those jobs themselves.

**Which of these rumors would you like clarified? Please send us your rumors on the form below.**

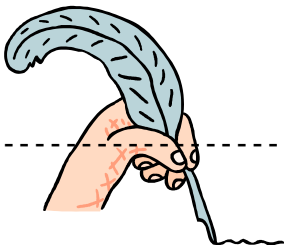
## Bay Area Project Kick-Off--Hundreds Attend!

The Bay Area Project held its first meeting on Saturday Feb. 22<sup>nd</sup> at Agnews Developmental Center. The focus of the meeting was to introduce the members of the team and to begin to answer some of the many questions regarding the projects planning goals. Cliff Allenby, Director DDS lead off the meeting with a discussion on the importance of the success of this project and his commitment to developing a plan for success. Paul Carlton, the

project coordinator, introduced the membership and highlighted the committees that have been formed to facilitate this dynamic process. Attendance included interested individuals from around the State of California including consumers, parents, advocates, service providers, representatives from other developmental centers and news reporters. Harold Pitchford, Executive Director ADC, reviewed the important timelines that will drive the planning process. During the

question and answer period there were a number of concerns expressed regarding the planning process, structure of the planning teams and plan outcomes. Mr. Carlton reiterated the department's commitment to developing a plan that answers the varied needs of both clients and staff. He also reminded the attendees that we are at the beginning stages of this process and there are many questions yet to be answered. JF

*Ask yourself  
the question,  
"Am I making the  
absolute best of this  
moment?"*



**Your comments: please submit to mailroom Box #156**



*"Enriching Lives, Fostering Independence"*

Name \_\_\_\_\_ I wish to remain anonymous \_\_\_\_\_ Date \_\_\_\_\_